

DD/S 66-4382

18 AUG 1966

MEMORANDUM FOR: Executive Director-Comptroller
Deputy Director for Intelligence
Deputy Director for Plans
Deputy Director for Science and Technology
Inspector General
General Counsel

SUBJECT : Draft Regulation on Equal Employment Opportunity
Policy

REFERENCE : Memo dtd 21 Dec. 65 to same addressee from DD/S subj:
CIA Regulatory Issuances

1. Attached is a copy of a draft regulation on Equal Employment Opportunity Policy. The draft has been carefully prepared with advice from the Director of Personnel, General Counsel, and other Agency officials.

2. In order that the regulation may be put into effect as soon as possible, we are requesting a meeting of the Regulations Coordination Committee described in reference. The meeting will be held on Tuesday, 23 August 1966, at 2:00 P.M., in Room 7D24 Headquarters.



Alan M. Warfield
for Assistant Deputy Director
for Support

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Att.

Draft Regulation

EO-DD/S/VRT:bak(18 Aug.66)

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4. EQUAL EMPLOYMENT OPPORTUNITY POLICY

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a. It shall be the policy of the Central Intelligence Agency to provide equal employment opportunity for all qualified persons without discrimination based on race, creed, color, national origin, sex, marital status, political affiliation, or physical handicap, and to promote the full realization of equal employment opportunity through a positive continuing

program. *A qualified person is one who possesses the qualifications necessary to Agency employment and pertinent to the duties concerned, and is ready, willing, and able to comply with the specific requirements of the*

b. In administering this policy, the Agency shall comply with the provisions of Executive Order 11246, dated 24 September 1965, with due regard to the statutory responsibilities of the Director of Central Intelligence

prescribed in the National Security Act of 1947, as amended, and the

Central Intelligence Act of 1949, as amended. *TP 6.* The unique internal security

requirements of this Agency require the *compartmentalization* of its

personnel and activities and the application of the need-to-know principle,

and necessitate the formulation of appropriate procedures on a case-by-

case basis for the processing of each complaint of discrimination. Such

procedures will be based on the security factors involved in each case,

but the Agency will ensure that the objectives of the implementing regu-

lations promulgated by the U.S. Civil Service Commission are observed.

c. The Director of Central Intelligence shall designate a CIA Equal Employment Opportunity Officer who is under his immediate supervision for all matters pertaining to the Agency's equal employment opportunity policy.

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The Director may designate such other Deputy Equal Employment Opportunity Officers as may be necessary to carry out the Agency's equal employment opportunity program.

d. Complaints by Agency employees or applicants for Agency employment containing allegations of discrimination contrary to the Agency's equal employment opportunity policy shall be submitted to the CIA Equal Employment Opportunity Officer. Individuals ^{making} ~~desiring to make~~ such complaints may request the advice and assistance of the CIA Equal Employment Opportunity Officer as to proper form and procedure to be followed.

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